

About this report:

BestWork Management Interview Questions These are behavioral event-based interview questions produced specifically for this candidate. They are focused on the key issues that you should explore. It is recommended that you read through the selection of questions for each of the factors. Choose the ones that seem most relevant or important in terms of evaluating this candidate for the job in question. **IMPORTANT:** If questions are provided for **COACHABILITY**, include those in your interview. It is helpful to rate answers on a simple scale, such as **(1) LESS THAN SATISFACTORY, (2) SATISFACTORY, (3) MORE THAN SATISFACTORY.**

MANAGEMENT INTERVIEW - PROCESSING SPEED - CRITICAL FACTORS

- a.) What methods have you used in the past to ensure that people understand your ideas?
- b.) Give me an example of long range planning from your previous work experience.
- c.) Give me an example of how you have effectively solved an unexpected problem in a previous job.

MANAGEMENT INTERVIEW - DECISIONS & DIRECTION - CRITICAL FACTORS

- a.) Give me an example of a situation in which you may have spoken too directly and how you handled it.
- b.) Give me an example of how you have dealt with a highly confrontational situation with another person.
- c.) Some bosses can often be demanding. Give me an example of your most difficult experience with a demanding boss.
- d.) Give me an example of when you had difficulty delegating responsibility to another person.

MANAGEMENT INTERVIEW - PLANNING & DETAILS - CRITICAL FACTORS

- a.) How do you know when you are asking for too many details? Give me an example.
- b.) Give me an example of how you build flexibility into your planning.
- c.) What is your reaction to interruptions?

MANAGEMENT INTERVIEW - CHANGE & PROCEDURES - CRITICAL FACTORS

- a.) Give me an example of how you have used consistency to achieve your one of your goals.
- b.) How do you interpret the statement, "Rules are only guidelines."
- c.) Give me an example of how you have used "out of the box" thinking to solve a problem.

MANAGEMENT INTERVIEW - STRESS & URGENCY - CRITICAL FACTORS

- a.) Give me an example of how you communicate a sense of urgency to your employees.
- b.) Thinking about your previous work situations, what caused you the greatest frustration?
- c.) How can you tell when you are being too patient with something?

MANAGEMENT INTERVIEW - INTERACTION & LISTENING - CRITICAL FACTORS

- a.) How can you tell when you are really listening to what someone is telling you?
- b.) Show me how you take notes when you are given instructions.
- c.) Give me an example of how you have dealt with employees who wanted to tell stories and socialize.

MANAGEMENT INTERVIEW - MOTIVATION - CRITICAL FACTORS

- a.) Give me an example of how you know when to say "No" to other people's requests for your help.
- b.) Sometimes it is necessary to choose between being "right" and getting what you want. Give me an example of how you have let someone else be "right" even though you disagreed.
- c.) Give me an example of when you were really motivated to a higher level of performance. What kind of recognition did you receive?

MANAGEMENT INTERVIEW - COACHABILITY - CRITICAL FACTORS